

MEMORANDUM FOR: Colonel White

STATINTL SUBJECT : Comments on Mr. [REDACTED] Staff Study on Training

1. I have carefully read Dan's paper which he composed last June on the general topic of establishing a Training Policy Committee within DD/A, and I believe that there is a need for such a group.

2. With the Agency's continued emphasis on training, as an instrumentality of Career Service, I think that the DD/A area is in danger of going off in too many directions without some attempt at steering toward a common goal for general administrative type training. Then too, it has been demonstrated in connection with the JOT and JCD Programs that something should be done to stimulate and maintain supervisory interest in the proper development of these and similar programs. I am afraid that some supervisors may be recommending people for training in an effort to "unload" them for a long period, and that other supervisors may be looking at JOTs and JCDs as a form of "cheap labor" to be exploited on a short-term basis.

3. Additionally, I think that this committee should concern itself with a pattern for general administrative training, designed to prepare well-rounded personnel to fill overseas and departmental administrative jobs. I am concerned at the frequency with which the Career Service Board runs into blank walls, or at best a thin grey line of people from whom to choose when a crash project comes up. I believe we must begin by asking the fundamental question: "What is an administrator (within DD/A) in CIA?"

STATINTL 4. You may have some ideas about the membership of this committee, based on your knowledge of the individuals. Knowing, for example, how tied up [REDACTED] is going to be with the Career Service Selection Committee, I would be inclined to suggest someone like [REDACTED] who has an apparent interest in the matter of training within DD/A.

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5. Subject then to your comments, corrections and approvals, I think we ought to clean up the study a bit for your signature.

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